

**WCSC**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2020 – July 31, 2021**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
News Producer	1-32, 33	33
Meteorologist	1-34	34
Account Executive	1-33, 38	33
Digital Content Producer	1-33	32
MMJ	1-33	32
News Producer (x2)	1-35, 39	35 & 39
Account Executive	1-33, 38, 40	32
Sales Assistant	1-32	31
MMJ/Anchor	1-32, 34	34
Executive Producer	1-32, 34	34
News Producer	1-32, 34	34
Technical Media Producer	1-32, 35	35

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Charleston NAACP, PO Box 20296 Charleston, SC 29413. Attn: Dot Scott	Y	
2	Clinton Junior College, 1029 Crawford Road, Rock Hill, SC 29730. Attn: Mrs. Ingram	Y	
3	Morris Brown AME, 13 Morris Street, Charleston, SC 29403. Attn: Rosalind <a href="mailto:churchsecretary@morrisbrownnamechurch.org">churchsecretary@morrisbrownnamechurch.org</a>	Y	
4	Morris Street Baptist Church, 25 Morris Street, Charleston, SC 29403. Attn: Rev Leonard O Griffin	Y	
5	North Carolina A&T State University, 1601 East Market Street – Crosby Hall 314, Greensboro, NC 27411 Attn: Ed Moye & Caroline Jones (cjones15@ncat.edu)	Y	
6	St Matthews Baptist Church, 2005 Reynolds Ave, N. Charleston, SC 29405. Attn: Pastor Brantley	Y	
7	Morris College, 100 West College Street, Sumter, SC 29150. Attn: Dr. Gloria Seabrook-Wright	Y	
8	Howard University, 525 Bryant Street NW #107C, Washington, DC 20059. Attn: Cathy Hughes, CLewis@howard.edu	Y	
9	College of Charleston, 66 George Street, Charleston, SC 29424-0001 CareerCenter@cofc.edu	Y	
10	University of South Carolina, School of Journalism & Mass Com, Columbia, SC 29202. Attn: Shirisha Mudunuri MUDUNURI@mailbox.sc.edu	Y	
11	Claflin College, 400 Magnolia Street, Orangeburg, SC 29115 Attn: Dr. Donna Gough DGough@claflin.edu	Y	
12	Benedict College, 1600 Harden Street, Columbia, SC 29204. Attn: sonya.johnson@benedict.edu	Y	
13	Denmark Technical College, PO Box 327, Denmark, SC 29042 Attn: mayert@denmarktech.edu	Y	
14	Trident Technical College, PO Box 118067, North Charleston, SC 29423 Attn: Randy Grimes <a href="mailto:Randy.grimes@tridenttech.edu">Randy.grimes@tridenttech.edu</a> and stuemploy@tridenttech.edu	Y	
15	VCU School of Mass Communication, PO Box 842034, Richmond, VA 23284 Attn: <a href="mailto:mperryman@vcu.edu">mperryman@vcu.edu</a>	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	SC Dept of Employment & Workforce/Trident one stop, 1930 Hanahan Road, Suite 200, N. Charleston, SC 29406. Attn: Tia Heyward theyward@dew.sc.gov	Y	
17	Charleston Southern University, 9200 University Blvd, N. Charleston, SC 29406. Attn: Daniel Fultz <a href="mailto:dultz@csuniv.edu">dultz@csuniv.edu</a> and Prof Peterson Jpeterson@csuniv.edu	Y	
18	Charleston Trident Urban League, PO Box 20249, Charleston, SC 20249 Attn: Maggie Bresnihan, <a href="mailto:maggie.bresnihan@ctul.org">maggie.bresnihan@ctul.org</a>	Y	
19	Newberry College, 2100 College Street, Newberry, SC 29108 Attn: Jodie Peeler, <a href="mailto:jodie.peeler@newberry.edu">jodie.peeler@newberry.edu</a>	Y	
20	Francis Marion University, 4822 E Palmetto St, Florence SC 29506. Attn: Tim Hanson <a href="mailto:thanson@fmarion.edu">thanson@fmarion.edu</a> & David Baxley <a href="mailto:dbaxley@fmarion.edu">dbaxley@fmarion.edu</a>	Y	
21	SC State University, PO Box 7068, 300 College Street, Orangeburg, SC 29117 Attn: Joseph Thomas, <a href="mailto:jthoma21@scsu.edu">jthoma21@scsu.edu</a>	Y	
22	Winthrop University, 701 Oakland Ave, Rockhill, SC 29733. Attn: Mark Nortz <a href="mailto:Nortzm@winthrop.edu">Nortzm@winthrop.edu</a>	Y	
23	Elon University, Campus Box 2020 Elon, NC, 27244. Attn: Stephanie Bourland & Kristin Walker <a href="mailto:sbourland@elon.edu">sbourland@elon.edu</a> <a href="mailto:kwalker19@elon.edu">kwalker19@elon.edu</a>	Y	
24	App State, 287 River Street, Boone, NC 28608. Attn: Lynette Holman <a href="mailto:holmanlm1@appstate.edu">holmanlm1@appstate.edu</a>	Y	
25	Dept Mass Comm, North Greenville University PO Box 1892, Tigerville, SC 29688 Attn: Prof. Shuraji Gopal, <a href="mailto:shur.gopal@ngu.edu">shur.gopal@ngu.edu</a>	Y	
26	Central Carolina Community College, 1105 Kelly Drive, Sanford, NC 27330 Attn: Bill Freeman <a href="mailto:wfree897@cccc.edu">wfree897@cccc.edu</a>	Y	
27	UGA, Athens, GA 30602 Attn: Job Board <a href="mailto:ugagradyjobs@gmail.com">ugagradyjobs@gmail.com</a>	Y	
28	Circulo Hispanoamericano de Charleston P.O. Box 20183 Charleston, SC 29413. Attn: Paula Tejeda, <a href="mailto:paulatejeda050@gmail.com">paulatejeda050@gmail.com</a>	Y	
29	TV Jobs, PO Box 4116, Oceanside, CA 92052 <a href="http://www.tvjobs.com">www.tvjobs.com</a>	N	

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
30	SCBA, One Harbison Way, Suite 112, Columbia, SC 29212 <a href="http://www.scba.net">www.scba.net</a>	N	
31	<a href="http://www.indeed.com">www.indeed.com</a> 470 West Avenue Suite 2002. Stamford, CT 06902 Indeed.com	N	1
32	Company Website (aka Live5News.com or Gray.TV)	N	22
33	Linkedin.com 2029 Stierlin Ct. Ste. 200 Mountain View, CA 94043	N	4
34	Current Gray Employee	N	4
35	Gray/WCSC Employee Referral	N	10
36	On Air Recruitment Promo Kelly Ennis, WCSC 2126 Charlie Hall Blvd, Charleston, SC 29414	N	
37	Facebook	N	5
38	SpotsNDots SND Publications, 1635 Old Highway 41, Kennesaw, GA 30152	N	
39	USC Virtual Job Fair	N	3
40	Charleston Metro Chamber, N, Charleston, SC	N	
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			49

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Minority Job Posting	August 2020 – July 2021  During the reporting period, the station provided notice of all full-time vacancies to Charleston Trident Urban League, Charleston Chapter of the NAACP & Circulo Hispanoamericano de Charleston all of which include substantial participation by minorities. Participating employee: Office Manager/EEO Coordinator
<b>2</b>	Participate in programs designed to promote outreach	August 2020 – July 2021  WCSC announces on-air, on a periodic basis, where to find information on job openings and that the station will send all open full-time positions to qualified agencies upon request. Participating Employee: Office Manager/EEO Coordinator
<b>3</b>	Educational Event	September 9, 2020  Participated in Benedict College Resumania Event. Reviewed and provided feedback to students on resumes. Also discussed interview techniques and internship opportunities. Participating employee: Office Manager
<b>4</b>	Job Fair	November 6, 2020  Participated in a virtual job fair conducted by Savannah College of Art and Design. Met with students to discuss career goals and requirements for job openings at local television stations. Participating employee: Marketing Director
<b>5</b>	Hosted Job Fair	November 19, 2020  WCSC hosted a virtual job fair (online/social

		media/OTT). Local businesses participated to provide additional information on their business, job openings and compensation/benefits. Jobs were also posted to the web and facebook so candidates could apply. Participating employee: Anchor
<b>6</b>	Training Program	<p>November 19, 2020</p> <p>Participated in training concerning FCC's Equal Employment Opportunity Rules</p> <p>Participating employees: Office Manager &amp; General Manager</p>
<b>7</b>	Participation in Job Fair	<p>January 27, 2021</p> <p>Participated in virtual job fair conducted by Trident Technical College. Met with students to discuss career goals and requirements for job openings at a local television station.</p> <p>Participating employee: Chief Engineer</p>
<b>8</b>	Participation in Job Fair	<p>February 17, 2021</p> <p>Participated in virtual job fair conducted by the University of South Carolina. Met with students to discuss career goals and requirements for job openings at a local television station. Participating employees: Executive Producer &amp; Assignment Manager</p>
<b>9</b>	Training Program	<p>May 2021 (once a week for 5 weeks)</p> <p>Participated in a training series "Foundations in Diversity, Equity and Inclusion" from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gender language, race, class and ability, how to apologize effectively.</p> <p>Participating employees: General Sales Manager &amp; Marketing Director</p>